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Windsor news top up by at least \$141

Escalator is added to offset tax impact

Windsor, Ont.—A new three-year contract between the Windsor Guild and the Southam chain's Windsor Star raises the top-minimum pay rate for reporters, photographers and artists by at least \$141, to \$948 per week — more if inflation triggers a new cost-of-living clause.

Negotiated jointly by the Guild and three other local unions representing production workers, the agreement was reached Feb. 24, just 13 hours after the unions reached a legal position to strike, reported Windsor Guild President Julie Rowe.

The agreement provides 5.5 percent raises in all Guild-minimum rates retroactive to last Jan. 1; additional hikes of at least 5.5 percent next Jan. 1; and boosts of at least 5.6 percent on Jan. 1, 1992.

The 1991 and 1992 increases could be higher, however, under a new provision linking the second- and third-year increases to the Canada-wide Consumer Price Index.

If the inflation rate is greater than 5.5 percent in 1990, the CPI increase will become the rate for the 1991 raises. If inflation tops 5.6 percent during 1991, the CPI hike will determine the rate of the raises due on Jan. 1, 1992.

The Guild sought the cost-of-living clause because the government's proposed 7 percent goods and services tax (GST) is scheduled to take effect throughout Canada in January 1991.

"It was a tough clause to get, but we knew we had to have protection from the GST," said Rowe.

Many Canadians fear an inflationary spiral from the GST, which would replace the federal manufacturers' sales tax.

Without the new cost-of-living clause kicking in, the raises in the top-minimum for reporters, photographers and artists —

those with at least five years' experience — will be: \$44.38 retroactively, to \$851.36; \$46.82 next Jan. 1, to \$898.18; and \$50.30 in 1992, to \$948.48.

The rate for circulation district managers with five years' experience advances by \$136.39 (in increments of \$42.77, 45.13 and 48.49), to \$914.32. Editorial clerks with two years experience would advance by \$75.24 (in increments of \$23.60, 24.90 and \$26.74), to \$504.34.

The agreement also pushes minimum rates for at least six newsroom pay groups past \$1,000 per week in 1992; two of the six past \$1,000 next Jan. 1. The 1992 rates range from \$1,000.56 a week to \$1,111.21.

Those affected include: columnists; Ottawa and Toronto bureau reporters; editorial writers and cartoonists; photo supervisor; copy desk chief and ass't chief; and metro, night news, telegraph, lifestyles, entertainment, Saturday features, special projects and op-ed page editors.

Part-time employees achieved a "major breakthrough" in the con-

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MARTI FRUMHOFF/St. Louis

ST. LOUIS MEMBERS, SUPPORTERS, RALLY 400-STRONG IN JCY WIND, RAIN
Valentine's Day signs call on Post-Dispatch to "have a heart," agree to equitable new contract. Holding flag aloft on platform, right, is Herb Goodrick, St. Louis Guild executive officer.

Militancy grows for fair pact in St. Louis

St. Louis—The St. Louis Guild and its members at the Post-Dispatch stepped up their efforts to convince the daily's management to abandon demands for sweeping retrogressions and to agree to a fair renewal contract as the Feb. 28 expiry date of the union's existing pact approached and passed.

The contracts of five other unions at the Pulitzer-chain flagship expired at the same time. The six unions represent 80 percent of the daily's 1,300-plus organized employees; the Guild, roughly half of

them, in the advertising, business, circulation, editorial, maintenance and other departments.

The determination and growing militancy of the leaders and members of the six unions were displayed publicly and dramatically in a two-and-a-half-hour rally at the Post-Dispatch in a bone-chilling rain on Valentine's Day.

More than 400 participated, carrying signs and balloons calling on the Post-Dispatch to "have a heart." Speakers urged the company to return to the paper's pro-union traditions.

Among them were representatives of the other five unions at the paper, which agreed to early contract extensions last fall, as well as representatives of other area un-

ions and the leadership of the St. Louis Labor Council.

TNG Vice President Luther P. Jackson, 3rd, of Detroit, speaking for TNG President Charles Dale, told ralliers that TNG fully supports their struggle to preserve their contract protections and benefits.

A meeting of more than 500 members of the Post-Dispatch Guild unit on March 4, with but a single dissenter, voted the local's bargainiers full authority and discretion to launch a campaign aimed at convincing the company to make a fair settlement. Herbert Goodrick, the local's executive officer, termed it an effort at "progressive discipline."

First step was a "byline/credit-

line strike," launched March 7, that saw that day's paper all but devoid of the names of reporters, photographers and artists. Local leaders had suggested a one-day undertaking, but the membership voted to make it effective until a new contract is ratified.

Another rally, of members of all 11 unions in the unity council at the paper, was set for March 11.

A campaign to distribute leaflets explaining the bargaining situation to the businesses advertising in the Post-Dispatch was expected to get under way in mid-March. It will be followed by a circulation boycott effort soon thereafter unless there is appreciable progress at the bargaining table, Goodrick

(Continued on Page 4)

Courtenay staff goes Guild; Montreal files for ad group

Victoria, B.C.—A group of 27 employees of the Comox District Free Press and the North Island News have voted for representation by the Victoria Guild, becoming the local's first new unit in four decades.

The two papers, both circulating on northern Victoria Island in the Courtenay-Campbell River area, were acquired last summer, along with some related enterprises, by the Toronto-based Thomson chain from the Bickle family publishers.

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Montreal — The Montreal Guild petitioned the Quebec government March 1 for certification as the union representing 30 employees in the advertising sales department of the Southam chain's Montreal Gazette.

In its application to the Quebec Labour Board, the Guild said it has the support of a substantial majority of retail, national and telemarketing salespersons at the Gazette.

It is the second group of adver-

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N.Y. talks continue as tension builds

New York—Contract talks continued between the New York Guild and the Daily News as more reports surfaced that management was training strikebreakers and bringing in private security squads to intimidate employees.

There was "virtually no progress" after the third bargaining session ended March 7, New York Guild President Barry Lipton re-

ported. More talks were scheduled for March 12.

Management of New York's leading tabloid, owned by the Tribune Co. in Chicago, is demanding major concessions from the Guild and nine other unions bargaining for some 3,000 employees.

In proposing a one-year Guild contract, the News is seeking givebacks that effectively would freeze hourly pay rates by adding 2½ hours to the work week, re-

place health and welfare plans with inferior ones provided by the Tribune Co., and kill the Guild's fully-funded pension plan in favor of a Tribune plan.

Other proposals would eliminate severance pay, cost-of-living wage increases, sick pay beyond five days a year and protections against discriminatory practices and automation.

The News aggressively asserts it will keep publishing if there is

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Hildner, Przybyszewski to run for IEB at large 3

THE SHORT



OF IT

THE NEWHOUSE BOYS, Samuel I., Jr., and Donald E., have won a seven-year battle against the Internal Revenue Service's efforts to collect \$609.5 million in inheritance taxes on the estate of their father, builder of the largest privately held newspaper fortune in the U.S. before he died in 1979. Federal Tax Court Judge B. John Williams, who retired the next day, in a March 1 ruling upheld the heirs' evaluation of the estate at \$247 million (with an estate tax of \$47 million), throwing out the IRS's valuation of \$1.32 billion. Observed one wag sarcastically: "Get ready for monster raises in Cleveland, Harrisburg and Jersey City." The Plain Dealer, Patriot and News and the Jersey Journal in those cities are the Newhouse-chain dailies with Guild contracts. Walter H. Annenberg, founder of a publishing empire that once included TV Guide and the Philadelphia Inquirer and Daily News, in an act described in the New York Times as "the largest act of philanthropy ever directed toward black colleges," has contributed \$50 million to the United Negro College Fund. "This leaves him with only \$2.95 billion from the sale of TV Guild to Rupert Murdoch," said the same wag.

Labor Beat: A surprisingly upbeat series of public service ads has been distributed to ad directors across the U.S. by the Labor Dept. Declaring that "America's Competitive Edge" is its workers, they point out that "Across the U.S., companies and unions have dramatically improved productivity, quality, and employment security by tapping the ideas" of workers. They invite companies to learn how to "tap this invaluable resource" by writing to Sec'y of Labor Elizabeth Dole. No word on the ads' usage. New chairperson of the Canadian Conference of the CWA-Media Workers Sector is Dorothy Power-Lawson of the Moncton Typographical Union. "Radical Rag/The Pioneer Labour Press in Canada," by Ron Verzhuh of the Canadian Union of Public Employees, is the first book on the history of the labor press in that country and one of the few of its kind anywhere. It's well worth the \$12.95, from the University of Toronto Press, 5201 Dufferin St., Downsview, Ont., M3H 5T8.

Overseas: TNG has added its voice to others calling on the president of Sri Lanka, Ranasinghe Premadasa, to launch a full investigation to insure that the killers of Richard de Soya, a correspondent for Third World news agency, are brought to justice and to guarantee that government security forces "are cleansed of . . . death squad activity." The reporter was kidnapped Feb. 18 by persons using a police jeep, with two of them wearing police uniforms. . . . TNG also has called upon the U.S. government to withdraw special trade preferences to the Sudan until it lifts its recently imposed ban on all unions and union activity and frees union leaders, members and attorneys jailed after they signed petitions asking that the ban be lifted. The publication of the New Zealand Journalists and Graphic Process Union — formed through the merger of two unions of journalists and the Photo Litho Union — is called simply, but pointedly, "the word."

Potpourri: Guild locals may well be saving publishers from themselves by resisting demands to increase the number of contract-exempt supervisors and layers of management. Witness the following from a story on white-collar layoffs in the Jan. 15 Wall Street Journal: "A study by consulting firm A.T. Kearney Inc. shows that top performing companies within the Fortune 500 have fewer layers of management and fewer managers per 1,000 workers than other companies in the group." The Internal Revenue Service is trying to tighten its grip on company reimbursements to people who work late and take taxis home to avoid the late-night risks of the streets and public transportation, the same newspaper reported Jan. 11. There's another benefit that under law cannot be taxed, however, it reported: free parking. . . . Speaking of reimbursements: The Hawaii Guild sent each dues-paying member a holiday gift certificate for \$25, good at one of the state's large supermarkets. . . . Speaking of lucky: TNG Sec'y-Treasurer John C. Edgington received an invitation, signed by George Bush, to join the likes of Joe Coors, Estee Lauder, Arnold Schwarzenegger, George Shultz and Sam Walton in the Republican Senatorial Inner Circle.

Among Ourselves: Winners of TNG's 1989 Broun Award — Miranda Ewell and David Schriberg of the San Jose Mercury News (and the San Jose Guild, of course) have won the 1990 Polk Award for regional reporting, for the same series on court interpreter inadequacies that netted them the Broun prize. . . . Ewell also is fighting a subpoena from federal prosecutors seeking to force her to testify about an interview with a federal judge charged with racketeering. . . . Mike Masterson, who won and/or shared the 1984 and 1987 Broun Awards, is the new Kiplinger Professor, directing the mid-career public affairs reporting program of the same name at Ohio State. . . . New president of the National Assn. of Black Journalists is Thomas Morgan III, a reporter with the New York Times, and a New York Guild member, who currently is studying at Harvard as a Nieman Fellow. . . . Rex Adkins, goateed, longtime militant copy editor for the San Francisco Chronicle and former president, treasurer and all 'round leader of what is now the Northern California Guild, will mark the first anniversary of his retirement this summer.

'No progress' in N.Y. talks; private security guards hired

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a work stoppage after union contracts expire March 30. Union leaders believe management wants to force a strike, possibly as a prelude to closing the 1.2 million circulation paper.

The AFL-CIO, in a statement Feb. 22, asked "all affiliated national and international unions" to rally to the support of the New York unions in their "struggle to prevent the Tribune Co. from destroying the collective bargaining process and to achieve a fair and honorable settlement that will preserve the . . . Daily News."

In a bid to avoid a strike, the Allied Printing Trades Council, which consists of the 10 unions, voted to look for a buyer willing to share ownership of the News with employees.

Meanwhile, the News' latest strikebreaker-training session was devoted to production of a 32-page mock-up of the News.

Managers "disguised as utility workers" were bused in under guard March 3 to do the work during a "test run" at the former Sears warehouse in Secaucus, N.J., where a computerized newsroom has been set up, Lipton said.

Other News managers were observed doing work for the mockup at the Tribune-owned Daily Press and Times-Herald in Newport News, Va.

While strikebreaker training was being conducted in secret, squads of newly hired guards were on open display at the News' four plants.

"They've hired armed guards, and they have a kennel full of dogs on Long Island," Lipton said the Guild had learned. "It's a bad scene."

An in-house security official confirmed that "we have contracts" for private police "out of necessity."

Private guards wearing

"Smokey The Bear" hats have been observed inside the News' main offices on 42nd St., TNG and New York Guild Chairperson Peter McLaughlin said.

In addition, guards in paramilitary garb—drab brown uniforms, spit-shined jump boots, bloused pants and bulky jackets—began patrolling printing plants in Brooklyn, Garden City and Kearney, N.J., in late February.

Some guards in Brooklyn and Garden City patrol with dogs, creating a "very stressful situation," a member of the press operators union said.

He also noted some guards had "printer's complexion" and showed a keen interest in printing operations. "I have a sneaking suspicion they're there to work the presses," he said.

A management spokesperson alleged the beefed-up security is "for the safety of our people" and that union leaders had requested such measures, a claim the unions vigorously denied.

"We haven't asked for any additional security in over a year," a union spokesman said. "When several employees got mugged, we asked for security to and from parking lots, but those pleas always fell on deaf ears. We don't believe this is for our protection."

In another form of harassment, management has filed suit in Manhattan Federal Court, seeking a permanent injunction to prevent the Guild from taking to arbitration a dispute over continuation of contract terms and conditions after expiration.

The News is "improperly and illegally attempting to void the contract on a premature basis," said Lipton.

"They tried the same tactics with the other unions, but the Guild is the only one taking it to arbitration," Lipton said.

In other matters relating to the

bargaining dispute:

✓ The unions have stepped up efforts to tell their side of the story to the public. Lipton and leaders of other union distributed a flyer titled "Real News" in front of the News' Manhattan offices March 7.

In addition, New York Guild Secretary-treasurer Tom Pennachio, Allied Council President George E. McDonald and Lipton made 15-minute appearances March 4 on WINS-AM, on of New York's top radio stations.

The CBS-TV news magazine, "60 Minutes," interviewed unionized drivers and press operators for a segment to be aired April 1.

✓ Leona Helmsley, the New York hotel maven convicted last year of tax evasion, may have unwittingly revealed part of management's plan for bunking out-of-town guards and strikebreakers.

During an interview by a News reporter, Helmsley asked why the News was reserving 90 rooms at one of her posh hostels.

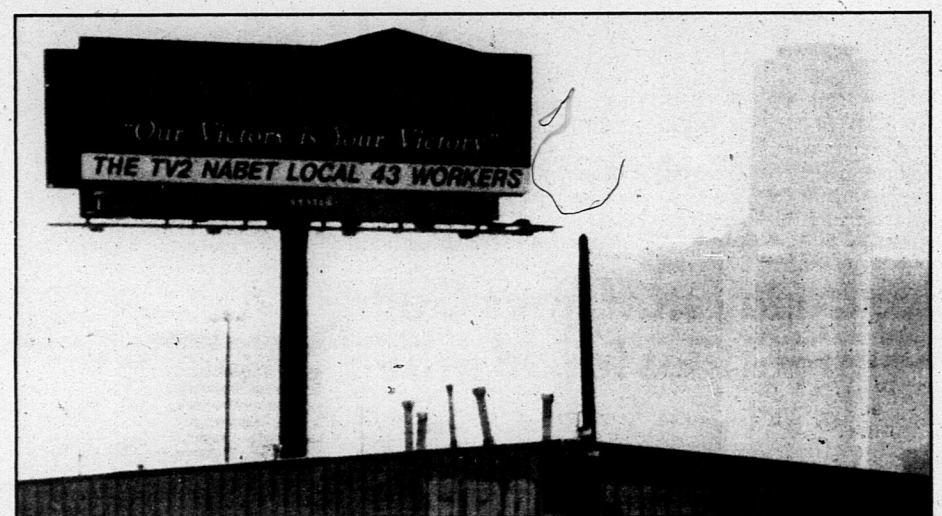
✓ A driver making News deliveries confronted a person following him in late February, and asked him what he was doing. "We're going to take your job," replied the individual before speeding off. Other unionized drivers also reported being followed, possibly by persons attempting to learn delivery routes.

✓ Robert Ballow, of King & Ballow, the Nashville firm representing the News, comes to bargaining sessions accompanied by two men who are believed to be body guards.

✓ News Publisher James Hoge has met with small groups of Guild-represented employees, telling them management "has no problem with the Guild."

"If that's the case, management wouldn't have proposed 58 pages of changes, givebacks and concessions in our contract," a Guild leader noted.

Billboard thanks Detroit for solidarity win



Broadcast-Employee union members at the Gillett chain's WJBK-TV in Detroit put up this sign near the city's Renaissance Center (background, right) to thank the Metropolitan Detroit AFL-CIO and all its affiliated unions for the campaign that helped the NABET local win a solid new contract for 80 editors, photographers and technicians after a two-year struggle against union-busting demands by the company, represented by King & Ballow of Nashville, Tenn. Labor effort included assist-

ance with a boycott of the station by advertisers and political leaders, publicized through billboards, bus signs, bumper stickers, T-shirts, balloons, airplane-towed banners, and more. The settlement, reached with the Rev. Jesse Jackson as mediator, included retention of job security protections, three 4-percent increases, signing payments of \$1,250 and — reflecting the success of the boycott — additional payments of up to \$1,750 for convincing advertisers to again buy time on the station.

Canadian Press technicians welcomed to Guild



Leaders of TNG and the Canadian Wire Service Guild present membership cards to leaders of the 65 Canadian Press technicians who folded their union into the Guild local earlier this year [Guild Reporter, Jan. 5]. From left:

Jerry MacDonald, the Guild's local executive officer; Fred Roberts, sec'y-treasurer of the technicians; Riaz Ladha, technician; Patti Tasko, Guild treasurer; TNG President Charles Dale; Don McLeod, technicians' president.

R.I. daily fined \$1,770 on hazards

Providence, R.I.—The U.S. Occupational Safety and Health Administration has fined the Providence Journal and Bulletin a total of \$1,770 for five "serious" safety violations, mostly electrical hazards at the paper's bureau in Warren.

In citations issued Feb. 9, fines were levied for ungrounded circuits and equipment, reversed-polarity wiring, "receptacles installed in wet or damp areas" and unsecured telephone cords "draped across the aisles," blocking exits during emergencies.

OSHA inspected the premises Jan. 30 in response to a complaint by the Providence Guild alleging that the roof leaked, electrical equipment was faulty and that asbestos possibly was falling from the ceiling, endangering the five reporters working at the bureau about 15 miles from Providence.

Ten days before filing the complaint, the Guild notified management of the hazards.

Management said the repair would have to wait until it was "free of snow and ice," reported Tim Schick, the Providence Guild's

new administrative officer.

"The employer's reply made it clear they were not going to move quickly on these potentially life-threatening conditions," Schick said. "We thought it was necessary to get immediate action."

Schick said he became aware of the hazards while meeting Guild-represented employees at the bureau Jan. 17, two days after he began work in Providence.

He observed broken electrical receptacles, a tangle of telephone cords cluttering the floor, and water falling through the ceiling into catch buckets and onto electric lights and an air purifier attached to a wall.

Employees said the leak had gone unrepaired for more than a year and expressed concern that it could be leeching asbestos from drenched ceiling tiles.

"The OSHA inspection turned up more hazards than anyone expected," Schick said, but inspectors found no evidence of asbestos.

The Journal and Bulletin received the heaviest fine (\$810) for an ungrounded metal water cooler in a kitchen area, which could have

become "energized" and caused a severe shock, OSHA noted in the citation.

The Journal Bulletin also was cited but not fined for two "non-serious" violations—a locked rear exit that prevented "free escape from the building" and failure to post a notice informing employees of protections provided by the 1970 Occupational Safety and Health Act.

The company "really moved" to eliminate the hazards and had corrected nearly all the unsafe conditions, including the roof and electrical problems, a few days after the inspection, Schick reported.

Shortly after being cited, management also announced to employees that it would make safety inspections at 10 other outlying bureaus.

OSHA at first ordered a fine of \$2,410, but it combined two citations and reduced the penalty by \$640 during an appeal.

Earlier, the fine had been reduced by 10 percent because of the employer's good safety record, essentially "time off for good behavior," Schick said.

Cal-OSHA inspects S.D. papers after complaints on RSI

San Diego—Four inspectors from California's occupational safety and health agency toured Guild-covered departments at the San Diego Union and Tribune Feb. 15 and interviewed employees there suffering from repetitive strain injuries (RSI), the San Diego Guild reported.

The Cal-OSHA team did so after the Guild complained to the agency that RSI is a widespread problem among employees in several of the papers' departments and suggested the agency seek to determine whether working conditions are contributing to the high incidence of RSI maladies.

While a formal report from the agency is expected to be two to three months away, comments from the inspection team indicated that they found highly suspect conditions in several departments, the Guild reported, pointing to the dailies' library, classified-ad department, the circulation phone room and the newsrooms of both the Union and Tribune.

"We gave them no numbers, but pointed to widespread problems" in the newsrooms, on the circulation docks, in the single-copy mail room and in the library where employees operate an electronic news service, said TNG Representative James H. Griffin. Griffin is assisting the local in its quest for a fair new contract to replace one expired since June 5, 1988.

"Lots of people are wearing braces or are on disability" from RSI at the papers, Griffin said.

The Guild complained to Cal-OSHA only after the Copley-chain dailies for a year rebuffed the union's requests for a joint committee to take up RSI problems, the local reported.

Preliminary and partial results from a Guild survey of its membership at the papers last summer revealed 72 cases of RSI, 53 involv-

ing people working on VDTs and the other 19 among employees performing other kinds of work.

Employees in the tear-sheet department filed a complaint with Cal-OSHA in August, which brought an earlier inspection by agency personnel there. A report is expected soon.

Following the Feb. 15 visit, agency inspectors expressed concern at several conditions they found in several of the departments, the Guild reported. These included:

- ✓ Typing and computer surfaces that are not easily adjustable;
- ✓ Glare from windows that makes it difficult to read computer screens;
- ✓ The lack of folding machines, requiring circulation employees to fold and band thousands of papers a day;
- ✓ A mixture of kinds of computer terminals in the newsrooms, with different keyboard designs and heights.

After the Guild complained to Cal-OSHA, management announced that it will institute training sessions by an ergonomics specialist on the proper use of VDTs, the union reported.

Cal-OSHA inspectors called such sessions a good first step. They also suggested to the company that it form a joint committee with the Guild to deal with RSI problems.

Responding to a complaint from the Northern California Guild, the agency last September issued a special order to the McClatchy chain's Fresno Bee directing it to take a series of steps to remedy conditions the agency said contributed to a high incidence of RSI there.

The paper appealed the order and currently is in negotiations with the agency on a possible settlement of the dispute [Guild Reporter, Feb. 16].

Funds for Poles climb to \$1,910

Silver Spring, Md.—Contributions of \$250 from the Union Council of Ingersoll Publications and \$50 from the Harrisburg Guild have boosted to \$1,910 the amount given by Guild locals and members to the multi-national effort to assist the Polish Journalists Assn.

TNG continues to accept and forward contributions to the Polish union, which last year gained the freedom to operate openly after seven years of underground activity under martial law when its office equipment was confiscated.

Pueblo's Hildner, Erie's Przybyszewski eye VP

Two veteran Guild leaders — Judy Hildner of Pueblo and Carol Przybyszewski of Erie — have announced they will be candidates for the at-large TNG vice presidency vacated at the end of January by Robert C. Holt, Jr.

Hildner is in her sixth term — fourth consecutive — as president of the Pueblo Guild and second term as president of the Midwest District Council of Guild locals.

Przybyszewski is in her fifth year as treasurer of the Erie Guild and seventh year as secretary of the Great Lakes District Council.

Candidates by the two would set up a Guild-wide election late in the summer to fill the open, at-large vice presidential seat on TNG's Int'l Executive Board. The winning candidate would serve the balance of the term that runs through mid-October 1991.

Earlier, a referendum vote was set up among Guild members in the U.S. Northeast when Thomas J. Thibault of Manchester and Andrew Duehring of Providence said they each plan to seek election to the balance of the term of the



Hildner

vice presidency from Region 1 [Guild Reporter, Jan. 26]. That IEB seat was vacated in December when David M. Rousseau of Manchester accepted promotion to a union-exempt management position at the Manchester Union-Leader.

Holt, immediate past president of the St. Louis Guild and second most senior member of TNG's Int'l Executive Board, resigned from the TNG office and from the



Przybyszewski

union the end of January declaring that he was irreconcilably at odds with the local's current leadership [Guild Reporter, Feb. 16].

Nominations for both offices will be made at TNG's 1990 Convention, June 25-29 in New York City. If more than two should be nominated for either post, the list would be pared to two by votes of delegates at the convention.

Przybyszewski, an advertising "telesales" person for the Erie

Times and News, was the Erie Guild's recording secretary from 1971-86, her first 15 years as a member of the union, and has been the local's treasurer ever since. She also has been on her local's bargaining committees for its last six contracts at the Times/News and has served on its grievance committee.

She also has been elected one of her local's delegates to TNG's annual conventions 12 times.

Hildner, assistant sports editor for the Pueblo Chieftain, has been a member of the Guild since 1967 and on her local's executive board since 1977, serving as secretary and vice president in addition to president, her current office. She also has led several of its bargaining committees.

On the executive board of the Pueblo Area Labor Council, AFL-CIO, she also has been one of her local's delegates to seven TNG conventions.

Hildner also is president of the Small Locals Caucus of delegates to TNG conventions.

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St. Louis militancy includes big rally, 'byline strike'

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said. Talks were scheduled, under federal mediation, for March 8-9.

Speaker after speaker from other area unions at the Valentine's Day rally pledged to inform their memberships of the need for solidarity and support for the Post-Dispatch unions.

Among them: Robert J. Kelley, president, and Bob Kortkamp, sec'y-treasurer, of the St. Louis Labor Council of unions, representing more than 250,000 members; Leonard Terbrock, head of the 14,000-member Carpenters' District Council; Jim Bagwell, who heads the 20,000-member Machinists District 9; as well as representatives of the Auto Workers and Service Employees.

Inspiration for the militancy flows from demands by the company to rewrite the unions' contracts to give it what publisher Nicholas G. Penniman IV calls "increased productivity and efficiency" so it can meet the competition from the Ingersoll chain's new daily, the St. Louis Sun.

For the Guild, this took the form of 46 pages of demands for a totally rewritten, one-year contract, Goodrick said.

The demands would, among other things, give management total freedom to demote employees without cause, sub-contract Guild-covered employees' work, fire employees without warning and for honoring a picket line.

They also would eliminate part-timers from contract coverage, eliminate dues checkoff and Guild shop requirements, eliminate night differential, reduce vacation entitlements, restrict outside activities, restrict Guild representatives' access to the plant and limit grievances.

The company also is demanding a lower minimum-pay structure for new employees and severe restrictions on sick leave eligibility. It has modified the initial demand on

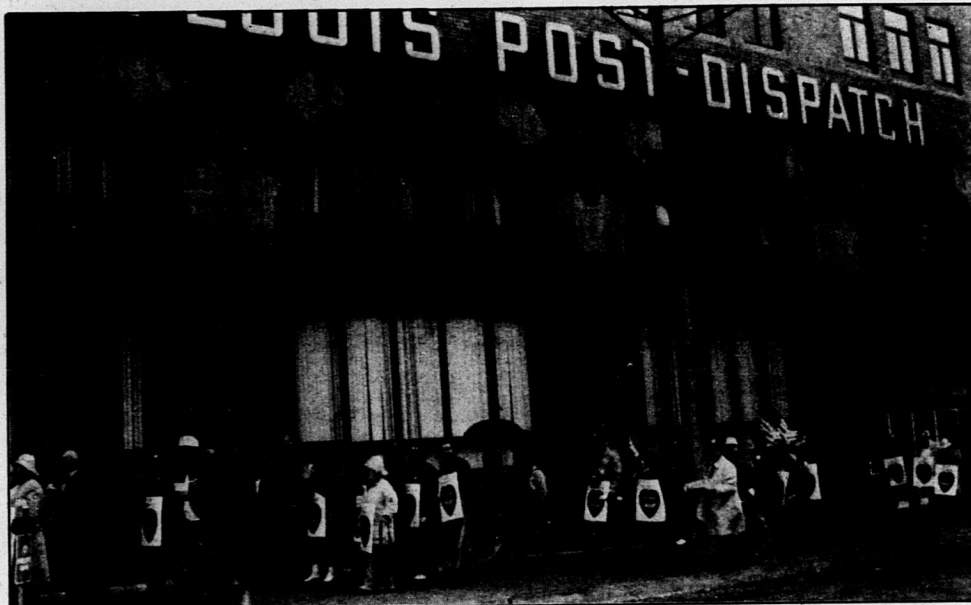
the latter, however, Goodrick said, by removing "immorality" and venereal diseases from the list of conditions which would rule out any sick leave entitlement.

The company now also has proposed 3 percent pay increases, up from none, Goodrick said. It now also has agreed to discuss "the cornerstones" of a drug testing policy it wants to institute unilaterally.

The company, meantime, had its supervisors and other nonunion employees produce prototype newspapers the last two weekends of February. Penniman has said repeatedly that the company plans to publish if there should be a strike.

The Guild's leadership has told the Post-Dispatch unit that it will not call a strike without returning first to the membership. The unit authorized a strike call last fall after voting down a company proposal to extend the contract.

Terms and conditions of the Guild's old contract remain in effect under the pact's "evergreen" clause.



KEVIN MADDEN/St. Louis Guild, Labor Tribune Unit

VALENTINE'S DAY RALLY PARTICIPANTS CIRCLE POST-DISPATCH BUILDING
Some sang union anthem, "Solidarity Forever," during 11:00-1:30 p.m. demonstration at Pulitzer flagship.

Columnists express devotion to paper, Guild

St. Louis—At least two columnists with the St. Louis Post-Dispatch have tried to explain to the paper's readers how they and their colleagues in the Guild can at the same time proclaim "We Love You P-D" and participate in their union's public campaign against management's contract demands.

One of the two columns — by Terry Hughes — was published in the Post-Dispatch on Feb. 16, two days after the Valentine's Day solidarity rally outside the paper's plant in downtown St. Louis.

The other — by Elaine Viets — was spiked. The Guild Reporter received a copy off the spike — not from Viets. It was written for publication on March 7, the first

day of the byline/credit-line "strike" against the paper by reporters, columnists, photographers and artists.

Both columnists expressed their devotion to the paper, and deep sadness at management's betrayal of what Hughes called "a wonderful thing called the Post-Dispatch platform," written in 1907 by the paper's founder, Joseph Pulitzer, and now printed daily atop the editorial page and, "more impressively, set in metal letters on our lobby's wall."

"It says essentially that the Post-Dispatch will stand up to bullies and speak out for what is fundamentally right and make sure the little guy gets a break," Hughes wrote.

Wrote Viets: "The reason I've always admired the Post is that it stands up for people in trouble — the poor, the homeless, the minorities. And because it stood for unions. The men and women who make this country great."

"One of them was my grandfather," Viets continued, recalling that, in ill health and over 50, he had been fired from a supervisory job for standing up for a union member he believed was treated unjustly and that he then lived out his life in low-paying jobs: "Because he believed in unions."

"He also believed in the Post-Dispatch. He told me the Post 'stood up for the little guy.' He told me the Post believed in un-

ions. He was proud when I went to work here," Viets wrote.

"The issues in this union contract are important," she continued. "We are asking for some of the same things that the Post-Dispatch calls for on its editorial page — but does not want to give its own people in the union."

Hughes noted that several rally speakers made reference to the paper's platform and "pointed out that the P-D has been seen as a worker's friend, speaking out against union-busting or benefit-eroding proposals put forward by other companies."

"Thing is, the folks representing Guild members in the negotiations now under way are seeing very little of that Post platform at the table," Hughes continued.

She pointed to demands for a two-tier wage system, the kind that "has destroyed employee morale — and unions — in other newspapers and industries across the country;" a drug-testing program with "no employee or union voice in how the tests would be conducted or results used" and that "talks about discipline but does not mention counseling;" a bar to sick leave for diseases from "intoxication, stimulants, narcotics ... immorality, venereal diseases."

"One can't help but wonder if there are suddenly two Post-Dispatches: The one you are reading right now and the one that sits at the bargaining table."

Guild members at the paper-participated in the Valentine's Day rally, she said, "to voice our support for one of them, and to raise our fists in solidarity against the other."

She recalled that another Guild member, Louis J. Rose, told the rally that the lawyer hired by the company to bargain for it "had noted that he was impressed with the Post-Dispatch as a paper."

"On the speaker's platform ... Rose said he had wanted to say this in response to the lawyer: 'I wanted to tell him it was a good newspaper because of a lot of good employees who belong to 11 unions'."

Concluded Hughes: "Unions, I might add, that do love this newspaper. The real one."

Viets expressed the "hope the Post will not punish me for joining in this byline strike. The newspaper I have known and worked at for 18 years would not. If it does, then I hope I can take the bad times as well as my grandfather did."

Viets concluded: "I must go with my union. I cannot betray my South Side heritage. I cannot betray my grandfather."

"I came from union people, who believed in the Post-Dispatch. I will stay with the union, and I hope that I will be able to continue to believe in the Post-Dispatch. I care about this newspaper and its future very much."

Furor over editorial spurs addition of King holiday

Seattle—When next Jan. 15 — the Rev. Martin Luther King, Jr.'s birthday — is for the first time a paid holiday for employees of the Seattle Times, they can thank angry reactions by executives of other big area companies to an editorial in the Times on this Jan. 15.

A week after the holiday this year, Times management notified employees and their unions, including the Pacific Northwest Guild, that they were "pleased to announce" that they were adding the King observance "to the list of recognized holidays in our contracts."

The notice to employees, signed by "Frank" (A. Blethen, publisher), and "Mason" (Sizemore, president), concluded with the "hope we set an example for other businesses."

Nary a mention of the editorial, or the reaction of the brass at the other companies, including Boeing aircraft. "Surely an oversight," chortled Art Joyner, the Guild's executive officer.

The editorial praised King highly, declaring that "there is no more fully American hero in this country's history."

It also observed that: "The

heated debate over making King's birthday a national holiday seems curious now that it's been five years. Like it or not, a holiday gets people's attention. It forces individuals to consider ... that one man made a difference."

After noting that most governmental offices, libraries and banks were closed, it pointed out, however, that "for many big Washington employers such as Boeing and Paccar, it was just another working day. Companies reasoned that since other businesses stayed open, closure would put them at a disadvantage. Also, adding another paid holiday would be a financial cost to employers."

Those were the Times's excuses in the last round of bargaining when it refused a Guild proposal to add the holiday, Joyner said.

The day after the editorial ran, the phone calls started to Blethen and Sizemore, pointing to their "feet of clay," Joyner added. The Guild was happy to have the callers' help, he said.

The jointly published Post-Intelligencer, meantime, notified the Guild it will propose adding the King holiday to the contract in the next round of bargaining, set to begin soon. The contracts at both dailies run out July 21.

Ingersoll council suspends operations

Philadelphia — In a move prompted by the downsizing of the Ingersoll chain, the Union Council of Ingersoll Publications has voted to "suspend operations" and disperse funds in its treasury.

The council, formed in the early 1980s to exchange information on bargaining and contract enforcement, was left with just three members after Ingersoll sold or gave up control of seven papers with Guild-represented employees since October [Guild Reporter, Feb. 16].

Meeting here March 3, representatives voted "to suspend rather than disband" to leave open the possibility of reforming if new

Guild-represented groups emerge at Ingersoll papers, council president Joe Hart said.

The group also voted to donate \$250 to the Polish Journalists Assn. and divide its remaining funds between TNG's Leuchter Scholarship for labor studies at Harvard university and other Guild programs "that benefit the members," Hart said.

The council hopes to sell "as collectors items" its only other assets, 75 T-shirts bearing the feisty slogan "Fight for My Union? Damn Right I Will," at TNG's convention this summer in New York before dividing the funds.

Representatives of three remaining Ingersoll papers—the Fall River (Mass.) Herald, the Pawtucket (R.I.) Times and the Woonsocket (R.I.) Call—agreed to continue meeting as a caucus of the New England District Council, Hart said.

Papers with Guild representation that Ingersoll owned or managed until recently were the Delaware (Pa.) County Times, The Pottstown (Pa.) Mercury, the Kingston (N.Y.) Daily Freeman, the Massillon (Ohio) Independent, the Tonawanda (N.Y.) News, the Sheboygan (Wis.) Press and the Terre Haute (Ind.) Tribune-Star.

Labor board lays charges on pay at Cincinnati Post

Cincinnati — The Cincinnati and Kentucky Post broke the law by unilaterally paying \$500 bonuses to employees and implementing an evaluation system for merit raises during Guild bargaining last year, a National Labor Relations Board official has alleged in a formal complaint against the Scripps Howard daily.

In issuing the complaint Feb. 1, Emil C. Farkas, the NLRB's regional director, said the actions were illegal because they were implemented without bargaining on them with the Cincinnati Guild and "before the parties had reached impasse with respect to those items."

Farkas, however, refused to include in the complaint two other unfair-practice allegations growing out of terms and conditions of employment management imposed last Sept. 24. The Guild is appealing on one.

In a charge filed Dec. 13, the Guild alleged that the Post also broke the law by unilaterally implementing its entire final contract offer before talks had reached a "valid impasse" and by dealing directly with individual employees.

The two sides had been in talks for a new contract when management, in a letter sent to employees Sept. 20, said talks were deadlocked and that it was "time to move on with publishing this newspaper."

The previous contract, covering approximately 120 newsroom employees at the 110,000-circulation Cincinnati paper and its 46,000-circulation edition in neighboring Covington, Ky., expired Feb. 29, 1988. The two sides had met some 40 times beginning in December 1987.

Farkas held, however, that his investigation found "insufficient evidence" to establish that the employer broke the law by dealing directly with employees or by unilaterally implementing its full final offer before negotiations had reached a "valid impasse."

In an appeal filed Feb. 22, the Guild asked the NLRB general counsel to overrule Farkas on the implementation charge.

The appeal alleges that management's "improper demand on wages" had brought about the

deadlock and therefore it was not a valid impasse. The Guild did not appeal on the direct-dealing charge.

The appeal also alleges the Post refused to bargain over wages, "the central topic for collective bargaining."

The posted terms and conditions included a two-year freeze in minimum wage rates, a merit-pay plan, and changes in the pension plan and in grievance and arbitration procedures.

The terms were explained in the Sept. 20 letter that was "addressed individually to each member of the bargaining unit," the Guild said in its charge.

The letter informed employees of plans to pay a \$500 bonus "unless the Guild protests" (the bonuses were paid Oct. 13) and to "retain a consultant to solicit information directly from employees for what the company characterizes as a system of merit pay," the Guild's appeal said.

The Post case is considered closely related to two other merit-pay disputes awaiting decisions by the full NLRB, one involving the Cincinnati Guild and the Cincinnati Enquirer.

In a California case, Administrative Law Judge David G. Heilbrun found last March 24 that McClatchy Newspapers' insistence on a merit-only raise system for Guild-represented employees at the Sacramento Bee led to an "unlawfully created" impasse in contract bargaining.

Heilbrun ordered McClatchy to "reconstitute the wages and conditions of employment that existed before its unlawful changes."

In the other case, the Cincinnati Guild in July 1988 asked the full NLRB to overturn a law judge's finding that Gannett's Enquirer had not violated labor law by insisting it had sole discretion in determining pay for 130 Guild-represented newsroom staffers.

The NLRB has not ruled yet, but the Guild and Gannett recently resumed contract bargaining after a delay of more than a year.

Meanwhile, the Guild and other local unions representing Enquirer and Post employees have begun working more closely together. They are doing so with the assistance of the Newspaper Industry Co-ordinating Committee of four international unions — TNG, the Communications Workers, the Graphic Communications Int'l Union and the Teamsters.

Scripps Howard's two editorially separate Posts and Gannett's Enquirer are published under a joint operating agreement (JOA).

Work week under 40 in 152 Guild contracts

Silver Spring, Md. — The work week was less than 40 hours for employees covered by 152 Guild contracts as of January 1989, according to TNG's Collective Bargaining Dept.

In 135 contracts, the work week for employees in all departments was 37.5 hours or less; in 54 contracts, it was 35 hours or less for all employees.

German labor editors 'wired' for the Guild



RAYMOND CROWELL/Washington-Baltimore Guild

Wires of a simultaneous translation system clutter table as editors from West German unions, facing camera, inquire about Guild structure and operations during visit to TNG. From left: Ingeborg Wahle-Homann, editor of the Commerce, Banking and Insurance Workers (HBV) magazine, Sabine Nehls, deputy press spokesperson for the German Trade Union Federation (DGB), and Michael Deneke, executive

editor of the Chemical Workers Union magazine. In the U.S. under a program of the AFL-CIO sponsored by the U.S. Information Agency, their study tour also was to include visits to unions, publications and public officials in San Francisco, Milwaukee, Boston, New Orleans and New York. Fielding questions, at left, back to camera, is David J. Eisen, TNG director of research and information.

TNG operates in black for 9 months

Silver Spring, Md. — TNG completed the first three quarters of its fiscal year with income to its general fund \$61,346 ahead of its operating expenditures during the nine-month period. Sec'y-Treasurer John C. Edgington has reported to the Int'l Executive Board.

It did so, however, largely on the strength of surpluses of \$32,094 and \$26,638 respectively in the fiscal year's first and second quarters, a detailed, quarter-by-quarter tabulation of operating expenditures showed. In the third quarter, ended Dec. 31, the margin dropped off to just \$2,614 of income over costs.

Edgington distributed the tabulation along with the audit of third-quarter operations as the IEB Finance Committee, in a telephone-conference meeting, approved an operating budget for the fourth quarter. That budget anticipates spending \$53,279 less in the period ending March 31 than was spent in the October-December quarter.

The expenditures of \$1,147,043 foreseen in the fourth-quarter budget, however, are \$5,774 greater than actual operating costs in the July-September period and \$23,213 more than in the April-June quarter.

Third-quarter operating costs were \$39,625 greater than had been anticipated in the budget for the period and second-quarter costs were \$32,804 higher than budgeted. First-quarter expenditures were \$55,380 less than foreseen in the budget for that period.

The third quarter's general fund income of \$1,202,936 was \$35,029 more than second-quarter income and \$47,012 more than in the first quarter.

General fund income through the first three quarters totaled \$3,526,727, just \$1,010,593 less than the income projected for the full fiscal year by TNG's 1989 Convention. Nine-months' expenditures totaled \$3,465,421, short by \$1,060,734 of the amount budgeted for the full fiscal year. The convention approved a general fund budget and income estimate

that projected an operating surplus of \$11,205 for the year.

Meantime, total assets of TNG's Defense Fund stood at \$7,880,915 on Dec. 31, off \$267,068 from Sept. 30, the end of the second fiscal quarter, the third-quarter audit showed.

The audit listed \$172,477 in total income to the defense fund, with \$71,250 coming from the general fund and \$101,227 from interest and investments.

Defense fund expenses for the period totaled \$439,545, including \$101,227 to TNG's Special Organizing Fund and \$187,118 to seven locals for "innovative strategies." The latter included \$91,670 to the Northern California Guild and \$32,529 to the Pacific Northwest Guild.

The audit also listed loans receivable by the defense fund from 11 locals that totaled \$371,511 of the fund's assets. Included were \$92,422 from Northern California, a total of \$91,334 from Washington-Baltimore and \$47,497 from the Wire Service Guild. It also listed \$248,258 due from the general fund and a debt of \$101,634 to TNG's Special Organizing Fund

which, under a program ended Dec. 31, had been receiving all the defense fund's earnings the previous two years.

The audit also showed that the organizing fund, now supported by a line-item allocation of \$100,000 per quarter from the general fund, had assets totaling \$629,353 as of Dec. 31, up by \$81,871 from three months before.

Income to the fund for the quarter totaled \$203,307 — \$100,000 from the general fund, \$101,227 from the defense fund and \$2,080 in interest on the organizing fund's own investments. Expenses for organizing projects by 12 locals, meantime, totaled \$120,736, with the biggest outlays going to the Los Angeles Guild (\$30,000) and the New York Guild (\$20,000).

Combined, the net worth of the general, defense and organizing funds listed in the Dec. 31 audit totaled \$8,698,434. An auditor's note pointed out, however, that the figures "do not reflect any conversion of Canadian dollars to United States dollars" and that if the Canadian to U.S. exchange rate on Dec. 31 were applied, the funds' assets would show a reduction "in the amount of \$711,975."

First pact at Zwia Zkowiec includes hikes of \$35 to \$85

Toronto — Employees of Zwia Zkowiec, newspaper of the Polish Alliance of Canada, receive immediate raises of \$35 to \$85 per week under a first Guild contract that members there ratified overwhelmingly Jan. 26.

First-year raises, retroactive to Jan. 1, ranged between 7 and 24 percent in the two-year contract, which covers 14 editorial and production employees who chose the Southern Ontario Guild as their bargaining representative last March.

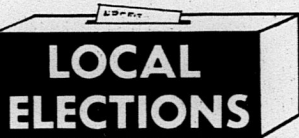
New weekly pay rates and immediate raises include: **press operators**—\$565, up \$37; **production foreman**—\$535, up \$35; **asst. manager, bookstore manager and editors**—\$495, up \$35;

printers—\$495, up \$39; **computer operators**—\$445, up \$65; **managing secretary**—\$445, up \$85; **secretaries**—\$360, up \$40.

Second-year raises will be determined by the percentage increase in the Consumer Price Index for metropolitan Toronto during 1990.

Toronto-area inflation has been running at 5-6 percent in recent years. However, a new 7 percent goods and services tax (GST) scheduled to take effect next January is expected to increase the inflation rate.

The twice-weekly paper, published since 1933, circulates mainly among Polish-speaking people in the Toronto area but also has some some national circulation.



Albany

Bruce Scruton, president (Scruton, 109; Ralph Ockenholt, 40); Kenneth Crowe, 1st vice president (Crowe, 96; Glenda Wallace, 53); Thomas Archer, CNG vice president (Archer, 108; Ed Himes, 37); Carol DeMare, secretary (DeMare, 121; Thomas Murray, 28); Terry Brown, treasurer; Bill Hammond and Edward Fitzpatrick, Gens Falls unit representatives.

Detroit

Lou Mleczo, president; Bill Bresler, vice president; Jocelyn Faniel-Heard, secretary; Luther Jackson, treasurer.

Harrisburg

Mary B. Klaus, president; James A. Lewis, 1st vice president; Karen B. Castelli, 2nd vice president; Anderson Isaacs, secretary; James P. Brown, treasurer; Rodney L. Frisco, and Frank J. Cozzoli, delegates.

Hawaii

Stan Souza, president; Mel Sakai, vice president; Aileen Lee, secretary; Lucy Witeck, treasurer.

Windsor key rate up by at least \$141 in new pact

(Continued from Page 1)
tract, securing several new benefits, said Rowe, who led the Guild bargaining committee.

The contract contains "no give-backs, absolutely none," Rowe said, noting that the four unions' joint council took a firm stance in bargaining with "one of Southam's biggest money-makers."

The unity displayed by the joint council was a key factor in achieving the agreement. "We stuck together through thick and thin," Rowe said.

The council includes the Guild, a Communication Workers local representing mailers and inserters, and two Graphic Communications locals representing press operators and photoengravers.

The joint settlement, retroactive

to Jan. 1, covers 131 Guild-represented employees in editorial and circulation departments, and 120 production workers in the other locals.

Other improvements in the Guild contract include:

- ✓ Pro-rated benefits for part-timers, including extended health care, prescription drugs, \$6,000 life insurance and dental care starting in January 1992.

- ✓ Additional vacation — four weeks' after six years, five weeks' after 13, six weeks after 23 (all beginning in 1992); three extra days after 35 years' employment, four extra days after 40 years.

"A lot of people" qualify for the longevity vacation, said Rowe.

- ✓ Increases in night and split-shift differentials, to \$10 per shift immediately and to \$11 in 1992.

- ✓ An increase in vision care payments, to \$125 every two years.

- ✓ Dental orthodontics coverage of \$1,000 lifetime maximum for dependent children of full-time employees. Other plans that could increase the benefit are being studied, Rowe said.

Bargaining began seven months

ago, and negotiators spent 50 hours at the table in the final three days. The concluding session that produced the agreement lasted 27 hours.

A week before accord was reached, the unions demonstrated their solidarity with informational picketing outside the Star, Rowe said.

Nearly two weeks earlier, on Feb. 4., Guild members voted overwhelmingly to empower their bargaining committee to call a strike if a satisfactory settlement was not forthcoming. On Feb. 12, TNG gave sanction for a strike. TNG Canadian Director John Bryant assisted the local in negotiations.

Montreal petitions for 30 at Gazette

(Continued from Page 1)
tising employees to chose the Guild in the past year at the 185,000 circulation English-language daily, according to Larry McInnis, Montreal Guild president.

Last June, the labor board certified the Guild as representative of 39 ad services employees, who four months earlier voted to switch from the Communications Workers union.

Negotiations on a contract for that group are coming "down to the wire," McInnis reported.

Two issues prompting the sales

group to organize are lack of job security and arbitrary "shifting of large accounts from one salesperson to another without assignment of new ones of equal value," McInnis said.

He said "cronyism" and transfer of accounts as a "form of punishment" were perceived by employees as specific problems in the ad department.

Organizing took just two weeks after first contacts were made, and 50 percent of the department's employees signed cards at an initial meeting, McInnis said.

"They came to us after they saw

the type of contract that was building for the ad services group," said McInnis, who noted that Roland Guilbault, chair of the ad services Guild unit, assisted in the organizing.

The labor board will investigate the Guild's application and then decide on certification, a process that could take several months, McInnis said.

With the ad sales group, the Guild would represent 475 employees in the advertising, circulation and editorial departments of the Gazette and the maintenance employees working at a Gazette-owned building nearby.

15 more vote for Guild as Vancouver unit hits 70

Vancouver — A group of 15 lobby drop distributors for the Flyer Force has voted for Guild representation, joining 55 other employees of the Southam advertising distribution service who have chosen the Guild since 1987.

In a secret-ballot election conducted Jan. 31, the distributors voted 9-1 for representation by the Vancouver-New Westminster Guild, reported Jan O'Brien, the Guild administrative officer.

The votes, however, were not counted until Feb. 20 by the British Columbia Industrial Relations Council because management filed and then withdrew an objection to the Guild's application for certification, claiming the employees were "independent contractors."

The vote culminated a three-

year organizing effort by Flyer Force's regular employees, who now are fully unionized.

Since then, about 55 office workers, circulation supervisors and area distributors have gained coverage under Guild contracts.

In the most recent settlement, Flyer Force's assistant circulation supervisors on Jan. 29 approved a 13-month agreement that increases wages by \$55.50, or 15.5 percent, to \$412.50 per week.

The first-time agreement, retroactive to Dec. 1, also provides overtime pay for work in excess of 37 1/2 hours per week and double-time pay for anything beyond 48 hours.

Flyer Force's mailers and production workers are represented by the Communication Workers.

crossing was three months earlier, "in the company of Lech Walesa to share a speaker's platform with President Bush," Dale wrote.

He termed the action "particularly outrageous" since the Congress has suspended the ideological-exclusion provisions of the McCarran-Walter Act for three years and in January acted to eliminate it permanently.

Hunter told Globe and Mail reporter Jane Coutts that when U.S. agents at Toronto's airport asked if he had ever belonged to any subversive organizations, anything Communist, he told of joining the National Federation of Labor Youth League when he was 17.

His parents belonged to the party, he told Coutts. "There was a baseball team I played on and I wrote a sports column for the paper," after quitting the group for good within four years.

Wilkes-Barre, treasurer.

The endorsement of Thibeault, of the Manchester Guild, was by unanimous vote on a motion by TNG and New York Guild Chairperson Peter E. McLaughlin. Thibeault and Andrew Duehring of Providence have announced they will seek the office vacated in December when the incumbent was promoted to a Guild-exempt position with the Manchester Union-Leader, where Thibeault also is employed.

27 in Courtenay join Victoria

(Continued from Page 1)
The Free Press has a twice-weekly paid circulation of 10,000, while the free-distribution News circulates 31,000 copies a week.

"Years of employee abuse" under previous ownership followed by the Thomson buyout were "the prime reasons" employees sought union representation, said Victoria Guild President Joe Ravick.

They had "minimal benefits and unequal pay with no rhyme or reason" for a long time, and people saw that "nothing was going to change" under the new owners, Ravick said.

In a secret-ballot election supervised by the provincial Industrial Relations Commission Feb. 26, eligible employees voted, 24-2, in

favor of the Guild. Ballots were counted Feb. 28, after the Guild and Thomson reached agreement on the makeup of the unit.

Organized in 1945, the Victoria Guild also represents some 190 employees at the 80,000-circulation Victoria Times-Colonist, also owned by Thomson.

The new unit became the first group to be added to the local since 1951, when the Times-Colonist front office staff organized, Ravick said.

The unit includes employees in the advertising and editorial departments of the two papers in Courtenay, plus office employees whose work extends to several free-distribution weeklies and job printing handled by Thomson.

Those employees work in recep-

tion, classified sales, accounting, business office, production administration and job printing sales, Ravick said.

Employees began organizing in early February. Ravick, a Times-Colonist ad salesperson, and Katharine Jarrett, the local's second vice president and a Times-Colonist classified-ad taker, assisted in the campaign.

The local petitioned for certification Feb. 16, and the election was held 10 days later, as required by provincial labor law.

Ravick described the campaign as a "very rewarding experience," especially when an employee in Courtenay told him the election result created "the best day we've ever seen in this building."

U.S. border ban blasted

Silver Spring, Md.—TNG President Charles Dale has joined other national and international union leaders in protesting U.S. immigration agents' refusal to let the president of a Canadian union cross the border after he admitted playing baseball with a Communist youth team 35 years ago.

James Hunter, president of the Canadian Brotherhood of Railway, Transport and General Workers, was stopped from boarding a plane in Toronto Feb. 12. He was on his way to Florida for a meeting of the Int'l Transport Workers Federation, which he also heads.

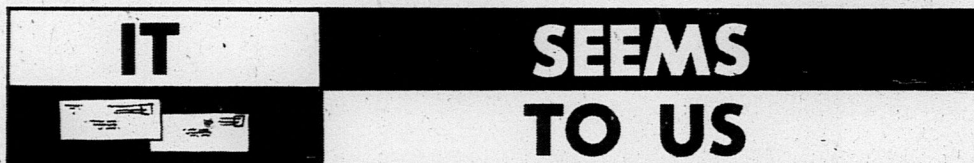
Writing to U.S. Atty. Gen. Richard L. Thornburgh Feb. 15, Dale said he found the action "difficult to comprehend in view of the fact that Mr. Hunter reportedly has visited the U.S. without challenge at least 50 times."

Hunter's most recent border

Atkinson returned; Thibeault backed

Philadelphia—Delegates to the Middle-Atlantic District Council's winter meeting re-elected Bert Atkinson of New York to his third term as the body's president and endorsed Thomas J. Thibeault for election as TNG Vice President from Region 1.

Meeting Feb. 24-25, delegates also elected Arnold Freilich of Hudson County vice president for the next year and re-elected Debbie Lehman of Philadelphia, secretary, and John J. Wallace of



Bakersfield leader urges biennial TNG conventions

BAKERSFIELD, CALIF.

Editor:

It's time for thorough discussion of eliminating the Guild's annual conventions and going to biennial conventions.

The San Jose Guild has sent a letter to locals asking leaders to discuss the issue in an attempt to get it onto the 1990 Convention floor.

Currently the Guild is one of two unions with annual conventions and the policy seems an incredible luxury for an international as small as ours. If we were to shift to meeting every other year, the savings in time and money for both locals and TNG staff could be better spent on meeting the challenges we face from publishers.

Supporters of annual conventions argue that they are needed to hold the leadership accountable. Yet these principled arguments crumble when supporters of biennials suggest putting the matter to a referendum. Letting the people

decide, rather than convention delegates, seems the most equitable route, but this has not been allowed.

I've been to conventions. Some years there are many significant issues, with sessions going well into the night. Other years, almost nothing happens. Any past delegate willing to be honest will admit this. If conventions were held every two years, it's certain that almost every session would be important.

PETE TITTL
President
Bakersfield Guild

Regional VP hopeful says process 'smoky'

PAWTUCKET, R.I.

Editor:

It's never too late in life for a lesson in democracy.

Tom Thibeault of Manchester and myself, both running for the [TNG] vice presidency in Region 1 [the U.S. Northeast], were invited to attend the recent Middle-Atlantic District Council gathering

in Philadelphia to meet the delegates. With only a few days' advance notice, I was unable to go, but Thibeault was there and was given MADC's endorsement.

I am deeply disappointed that the MADC delegates chose to anoint Thibeault with ever hearing what I had to say. I find it sad that everything must be nailed down now even though the election is half a year away and neither one of us has even been nominated yet.

The Guild prides itself on being a democratic organization. It's just that sometimes it's hard to see it through the smoke.

ANDY DUEHRING
Vice President
Providence Guild

By TNG convention action, letters shall be limited to 200 words and shall avoid libel and subjects detrimental to the Guild. Members subjected to personal attack shall be given opportunity to reply in the same issue, but publication of either attack or reply shall not be delayed longer than one issue.

Deadline: Friday before publication. (Next deadline: March 23.)



Katherine Winchell, Battle Creek; Jim Lewis, Harrisburg.



Kathy Wagner, Rochester; Faith Conroy, Great Falls.



TNG Representative Dan Zeidler; Bob Jones, Bakersfield.

TNG seminar for new officers attracts 56 from 33 locals

Silver Spring, Md. — In the largest turnout ever, 56 participants from 33 locals in the United States and Canada took part in TNG's ninth annual seminar for new local officers at the George Meany Center for Labor Studies on the outskirts of the nation's capital.

Assembling Feb. 16-19 at the tranquil site, a former Catholic seminary that the AFL-CIO took over in 1969, were 49 Guild members from small locals and 7 from large ones, those with professional staff.

Six local presidents, 11 vice presidents, 7 secretaries, 8 treasurers or secretary-treasurers and numerous unit chairpersons, shop stewards and executive board members were included in the diverse group.

In contrast to past gatherings, which generally have been dominated by newer Guild members, the 1990 class included a cadre of veteran activists, some whose union involvement began at least two decades ago.

Noting both the veterans and the studious nature of the entire group, TNG President Charles Dale told participants, "We've learned from you, and we hope you've learned from us," before sending them back to their locals.

"We hope you go home feeling convinced you can help your members achieve the kind of contracts, pay and benefits, and the kind of voice they need in controlling their working lives," Dale said before presenting individual "graduation" certificates.

Members of TNG's headquarters and field staffs offered infor-

mation and insights on organizing, collective bargaining, contract enforcement and local administration during 22 hours of instruction and discussion over 3½ days.

Participants were introduced to headquarters staffers during a series of short "who-I-am" speeches on opening night.

During Saturday's program, TNG Education Director Phillip M. Kadis led a session on membership participation and communication, while Secretary-Treasurer John C. Edgington explained the "dues and don'ts" of being a local treasurer.

Director of Field Operations William H. McLeman and Linda K. Foley, executive secretary of TNG's contracts committee, handled the major portion of the program — organizing, collective bargaining and innovative strategies for achieving union goals.

Int'l Representative Bruce R. Nelson, one of TNG's 12 field staffers in attendance, conducted a spirited session on contract enforcement, using a hypothetical case involving an aggressive reporter caught up in allegations of harassment and male chauvinism.

Human Right Director Anna Padia explained the Guild's program — protecting women's and minority rights, and Research & Information Director David J. Eisen similarly explained the union's commitment to protecting members' health and safety.

In an hour-long concert Sunday evening, Washington-based folk singer Laurel Blaydes and keyboardist Steve Jones entertained participants with some cap-

tivating renditions of traditional and updated labor songs, concluding with an emotional sing-a-long of "Solidarity Forever."

Participants in TNG's 1990 seminar for new local officers included the following (listed alphabetically by local):

Akron—Robert Fernandez, treasurer; **Albany**—Thomas Archer, vice president, and Kenneth Crowe, representative assembly chairperson; **Bakersfield**—Bob Jones, vice president; **Battle Creek**—Katherine B. Winchell, vice president; **Brooklyn**—David Errington, executive board.

Buffalo—Robert J. McCarthy, president, Samuel R. Jempson, unit chairperson, and Les Brown, unit vice-chairperson; **Chattanooga**—Rick Owens, president, and Chris Hardesty, treasurer; **Cincinnati**—Mark Braykovich, vice president, and Jim Calhoun, secretary; **Eugene**—Harry Esteve.

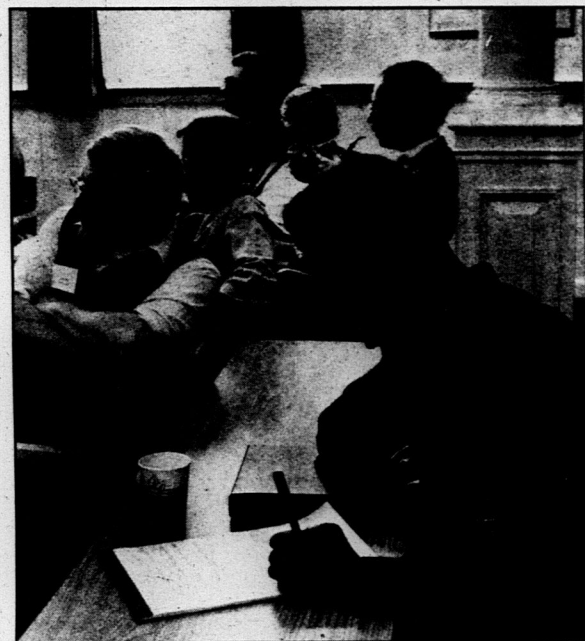
Gary—Joe Conn, president, and Lori L. Caldwell, executive board; **Great Falls**—Faith Conroy, ass't secretary; **Harrisburg**—James P. Brown, treasurer, and James A. Lewis, vice president; **Hudson County** (Jersey City)—Dan Rosenfeld, recording secretary, and John Oswald, executive board.

Kenosha—Jennie Tunkieicz, vice president; **Knoxville**—Rebecca Ferrar, president, and Laura Simmons, treasurer; **Lake Superior** (Duluth)—Gene Pelletier, executive board; **Lexington**—Jim Niemi, president; **Memphis**—Earmon Estes, recording secretary.

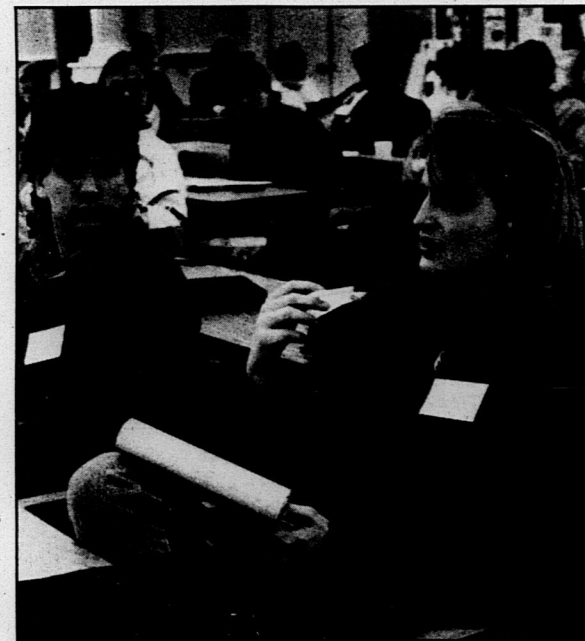
Milwaukee—Gail S. Weis, treasurer, and Ron Leys, 2nd vice president; **Philadelphia**—Kelvyn Anderson, unit vice chairperson, Lila Roisman, 1st vice president, and Tom Feeney, unit secretary; **Pittsburgh**—Sharon Ebersson, 3rd vice president, Jim McKinnon, 1st vice president, and Barbara White Stack, unit chairperson.

Portland—Tony Cristan, unit vice chairperson, Jeff Smith, bargaining committee, Darla Pickett and Elizabeth Torraca, stewards; **Pueblo**—Juan Espinosa and Nancy Martinez, executive board; **Rochester**—Kathy Wagner, secretary, and Mary Lynne Vellinga, treasurer; **San Jose**—Ann Dejenfelt, vice president, and Neil Chethik, unit chairperson.

Scranton—Margaret I. Emery, 2nd vice president; **Sheboygan**—Randy Schmahl, president, and Bill Schulz, vice president; **Toledo**—Celso Rodriguez, secretary, and Roxanne Bailey, executive board; **Twin Cities**—Lynda Hanner, unit chairperson; **Victoria**—Holly Harley Nathan, director, and Sharon Lloyd, steward/bargaining committee; **Washington-Baltimore**—Jane Huffman, treasurer; **Yakima**—Craig Reese, treasurer.



In front: Ron Leys, Milwaukee; Kelvyn Anderson, Philadelphia.



Neil Chethik, San Jose; Mary Lynne Vellinga, Rochester.



Randy Schmahl, Sheboygan; Lynda Hanner, Twin Cities.



On the final morning, 39 of the 56 participants gather for the "Class of '90" photo.

ANN MARTINS/Washington-Baltimore Guild

June hearing slated on UPI slashes in mileage, severance

Baltimore—The National Labor Relations Board has scheduled a hearing for June 27 in Washington on Wire Service Guild charges that United Press Int'l broke the law last October when it unilaterally cut mileage reimbursement and severance pay for employees in 130 domestic bureaus.

In issuing a complaint on the charges Feb. 26, NLRB Regional Director Louis J. D'Amico agreed that the actions were illegal because the company changed terms and conditions of employment "without having reached a bargaining impasse" with the Guild.

The Guild filed unfair labor practice charges Oct. 2, the day after UPI cut the mileage reimbursement from 36 cents to 24 cents, eliminated the \$8 daily and \$40 weekend auto-use minimums and slashed in half severance for employees terminated in staff reductions.

UPI implemented its "final offer" on mileage and severance in the midst of negotiations to replace a Guild contract that expired last June 30.

The mileage cuts affect "hundreds of employees in bureaus across the country," said Kevin Keane, president of the Wire Service Guild, which represents some 500 UPI employees.

The Guild is seeking reinstatement of the expired contract's terms, and reimbursement to employees for any financial loss.

The total loss on travel could top \$165,000 per year, according to calculations supplied by UPI during ongoing contract talks, Keane said.

Although UPI eliminated more than 400 jobs during 1988-89, no employee has been affected yet by the imposed reduction in severance, Keane said.

Under the expired contract, an employee dismissed after 33 years'

employment received as much as 75 weeks pay; under UPI's imposed terms, dismissed employees receive one week's severance per year of employment.

Bargaining on a new contract, meanwhile, has continued in "off the record" sessions in Washington. "Some progress" had been made on "difficult issues" but several "unresolved major obstacles" to a settlement remain, Keane reported.

Management is seeking a wage freeze and other concessions. Although tentative agreements have been reached on some issues, things are still "going slowly," Keane said.

In another matter affecting Guild-represented photographers, Reuters announced Feb. 16 it was unilaterally canceling a photo-exchange agreement with UPI, claiming UPI's service had declined since the exchange started in 1985.

Reuters also sued UPI for unspecified damages, claiming it lost money in the agreement. After UPI filed a countersuit, a federal judge in New York barred Reuters from ending the agreement until UPI's request for a preliminary injunction could be heard March 12.

Under the 10-year agreement, UPI provides U.S. news pictures to Reuters, while the British-owned agency provides pictures from other countries to UPI.

In the 1985 deal, Reuters, which previously distributed no pictures, paid financially strapped UPI about \$6 million for its U.S. photos and 24 picture bureaus in foreign countries.

If Reuters is successful in can-

'Practice pickets' patrol on 'Scab Sunday' in Seattle



Leaders and members of the Pacific Northwest Guild and the Pressmen's and Mailers unions at the Seattle Times "practice picketing" outside the paper's plant early on Feb. 25 as management and other nonunion employees are trained inside to operate the presses and other machines. "We wanted the scab trainees' experience to be totally authentic," said Guild Administrative Officer Art Joyner. Guild contracts at the Times and Post-Intelligencer will run out July 21. More than 175 pickets — more than three dozen of them Guild members — also practiced on what the unions dubbed "Scab Sunday." In a subsequent memo to "unaffiliated employees," management said it "would stop training in the pressroom" if the Pressmen's Union would add a "no-strike" provision to its contract.



celing the swap agreement, it "could do major damage" to UPI's photo operations, Keane said. UPI reportedly is looking for another source for international photos, possibly Agence France-Press.

During a series of ownership changes and bankruptcy proceedings since 1982, UPI repeatedly

has cut its domestic photo staff, now numbering about 30 photographers.

The Guild has submitted for arbitration a dispute over the firing in early 1989 of more than a dozen photographers, some with 40

years' experience. The employees were replaced by stringers and management personnel.

In another matter before the NLRB, the Guild is opposing UPI's bid to exclude 75 jobs from the bargaining unit.

Guild Service nominations must be in by March 30

Silver Spring, Md.—March 30 is the deadline for Guild locals to submit nominations for the 1990 Guild Service Award, the top officers of all locals in the union have been notified.

The award — a scholarship of up to \$1,500 for a course in union education — is made annually for outstanding service at the local level. Eligibility is reserved to local officers and members who serve the Guild in unpaid capacities. Paid local officials and employees of locals are not eligible.

Nominations must be made by local membership meetings, executive boards or other governing bodies.

A description of the nominee's

service must accompany the entry.

Judges for this year's award are TNG Vice Presidents Gene Turner of Stockton, chairperson of the IEB Education Committee; and Doug M. Louth of Vancouver-New Westminster; and Phillip M. Kadis, TNG education director.

The award was established by the Guild's 1954 Convention in memory of Wilbur E. Bade, an early leader of the Twin Cities Guild and the international union, where he was the first organizing director and the fourth full-time editor of the Guild Reporter.

Judging and announcement of the winner will occur during the IEB spring meeting April 23-27.



Guild Service Award nominations deadline, March 30, TNG headquarters.
Int'l Executive Board, spring meeting, April 23-27, TNG headquarters, Silver Spring.
Western District Council, spring meeting, April 28-29, University Plaza Hotel, Seattle.
Southern Council of Guild locals, spring meeting, May 4, Montreal.
Canadian District Council, spring meeting, May 5-6, Montreal.
Middle-Atlantic District Council, spring meeting, May 5-6, Rochester, N.Y.

New England District Council, spring meeting, May 5-6, Regency Inn, Taunton, Mass.
Great Lakes, Midwest and Southern District Councils, joint spring meeting, May 19-20, St. Louis.
Int'l Executive Board, pre-convention meeting, June 22-23, Sheraton Centre Hotel, New York.
57th Annual Convention, June 25-29, Sheraton Centre Hotel, New York.
Int'l Executive Board, post-convention meeting, June 29, Sheraton Centre Hotel, New York.
58th Annual Convention, Montreal, 1991.

NEW ADDRESS?

Please use this form so the Guild Reporter will move with you.

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The Guild Reporter



JAMES M. CESNIK, Editor
JOHN R. SMALL, Assistant Editor

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The Newspaper Guild

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Silver Spring, Md. 20910-3327
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